

IRISH BUSINESS TIPPING POINT SURVEY 2020

- Adapting to the New Normal

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Dear Reader,

In June 2020 PeopleSource conducted its fourth 'Tipping Point' survey of business professionals in Ireland.

We were delighted by the interest generated in our questions, which focused on the impact of the Covid-19 pandemic on individual workers.

Overall, we received over 2.600 individual responses to our survey, and as you will see on the following pages, some of these replies were quite revealing.

Please don't hesitate to contact me with any questions or comments you might like to share on our findings.

Sincerely yours,

Rachel

Rachel Tubridy
Managing Director
PeopleSource
E: rtubridy@peoplesource.ie
M: +353 (86) 6629674

Overview

- On June 23rd 2020, PeopleSource issued a survey to over 30,000 business professionals
- The goal of the survey was to discover the ‘Tipping Points’ that influenced people’s day-to-day attitudes at work
- Survey questions focused on individual worker perceptions of the impact of the Covid-19 pandemic
- Over 2,600 responses to the survey were received
- Perspectives from professionals in Finance, Human Resources, Property, IT, Sales, Marketing, Engineering, Analytics, Operations and other disciplines were represented in the survey results.



SECTION 1

Summary of Findings

2020 Tipping Point Survey



Summary of Findings – Company Response

- Less than half of respondents in the 40-49 age bracket (49%) believe that their company made them feel their job was secure throughout the crisis, compared to over 57% in the 20-29 age group.
- 72% of respondents in the 20-29 age group feel that their company kept them well informed during the crisis, compared with just 45% in the 60+ age bracket.
- 27% of females would work reduced hours or take a pay cut to remain with the company vs. 21% of males, whereas 73% of males (vs. 66% of females) would leave the company rather than do either.
- Around three quarters of all respondents feel that their companies had adequate technology in place to allow them to work remotely.
- Over 90% of all respondents feel that their company was well equipped to deal with the crisis.

Summary of Findings – Changing attitudes

- Approximately half of all respondents in the 20-49 age bracket (50%) feel that spending more time with family is important, compared to around 30% in the over-50 age group.
- Over a quarter of male respondents indicate that they want to learn new skills vs. 18% of females.
- More males (49%) than females (48%) indicated that they want to spend more time with their family as a result of the crisis.
- Over 85% of respondents in the 20-39 age bracket would like to work from home two or more days each week.
- Around 1 in 10 people now want to work from home full time. Of those, around 80% feel they have proven that they can do their job perfectly from home, while around 40% are worried about catching the virus at the office.

Summary of Findings – Changing attitudes (continued)

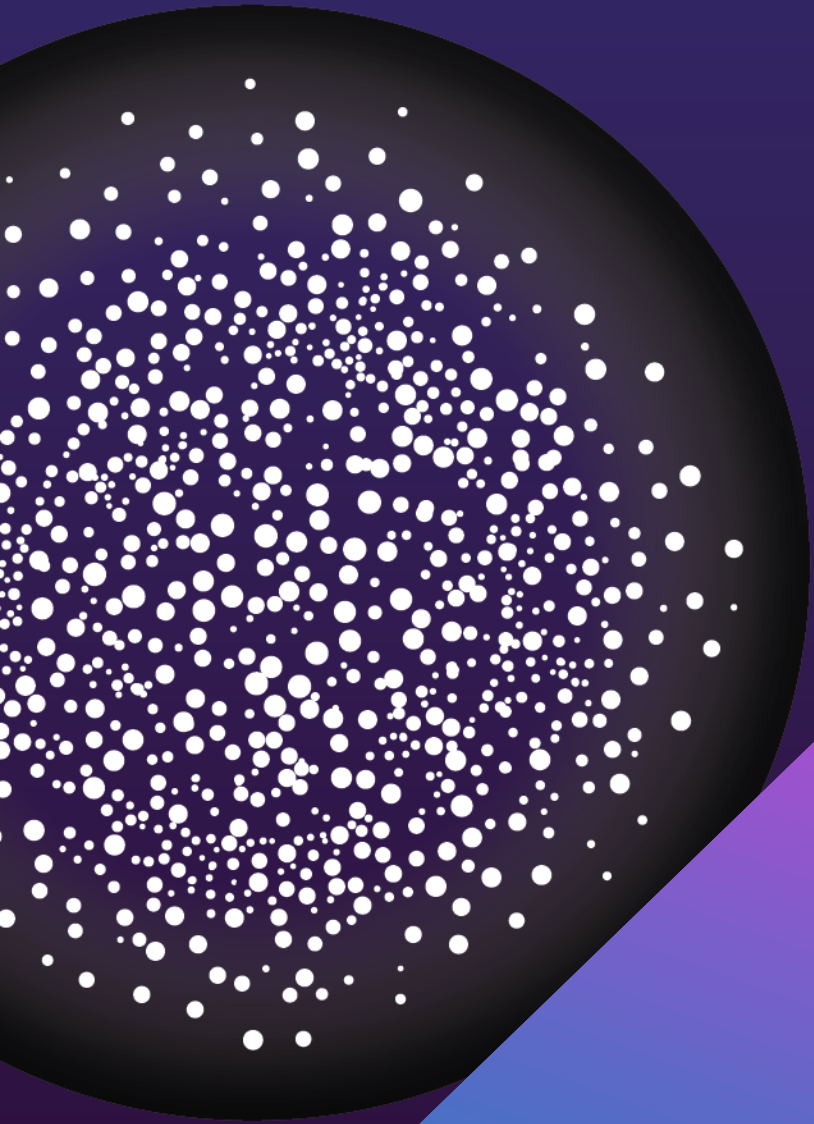
- 85% of females now place more emphasis on flexible working arrangements vs. 83% of males.
- 78% of females indicated that Covid-19 had changed the way they feel about work vs. 74% of males.
- Having a hobby outside of work is more important to males (44%) than females (36%).
- A significantly higher percentage of males (58%) than females (48%) would have no hesitation moving to a new workplace at this point.
- Half of all respondents in the 20-29 age bracket (50%) indicate that having a hobby outside of work is now more important, compared to just 31% in the 40-49 age group.

Summary of Findings – Returning to the office

- Females are more concerned about being able to realistically social distance than males (53% vs. 46%) and hygiene at the office (52% vs. 43%).
- A far higher percentage of males (24%) are willing to attend events where social distancing is out of their control than females (15%).
- 27% of males are not concerned at all about returning to the office vs. 21% of females.
- Females are significantly more concerned (25%) about their mental health in returning to the office than males (16%).
- A higher percentage of females (42%) than males (36%) are worried about catching the virus at the office.

Summary of Findings – Returning to the office (continued)

- More people in the 20-39 age bracket (40%) are looking forward to getting back into an office routine than those in the 40-59 age group (32%)
- Almost three quarters of all respondents are looking forward to person-to-person interaction with their colleagues at the office.
- Of those returning to the office, about half are worried about being able to realistically social distance with their colleagues. This is particularly the case with the 20-29 age group (54%) and far less so with the 50-59 age bracket (41%).
- Less than a quarter of all respondents felt that they were more productive in the office than at home.



SECTION 2

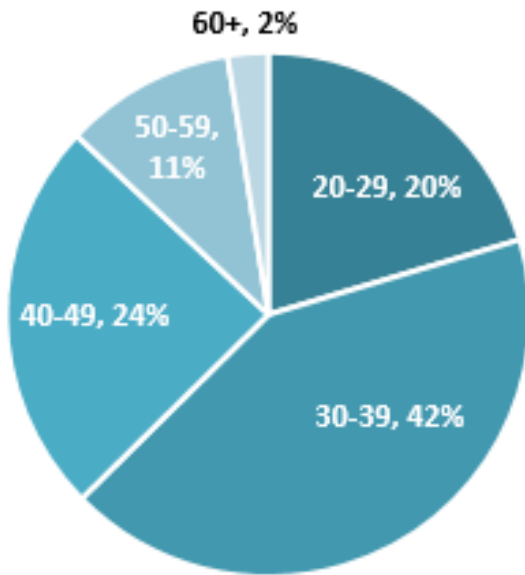
Detailed Findings

2020 Tipping Point Survey

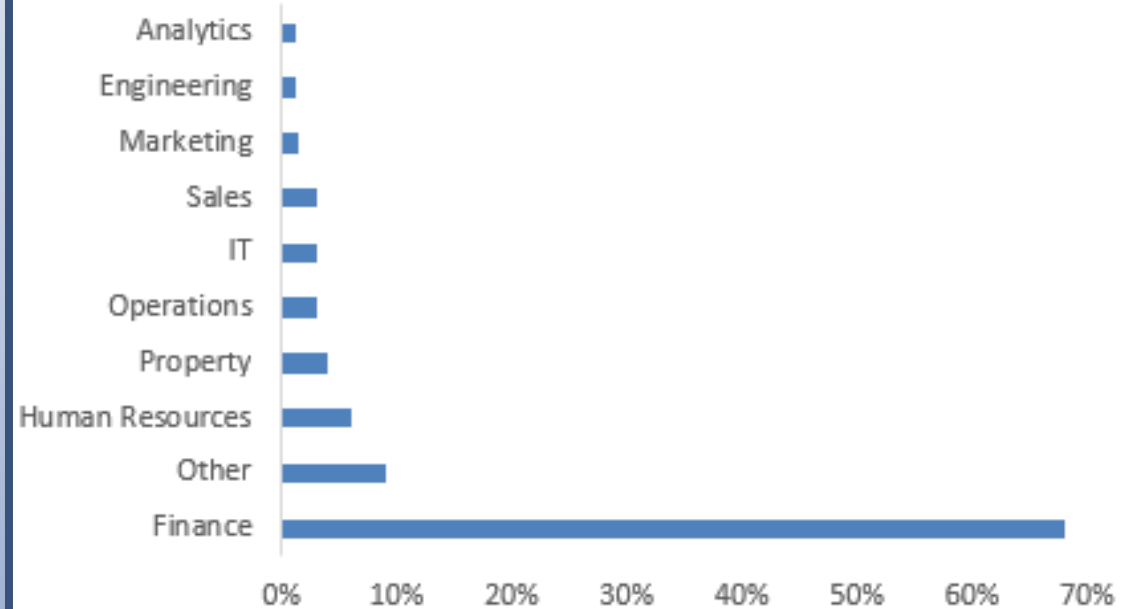
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Demographics

Survey Respondents - Age Brackets

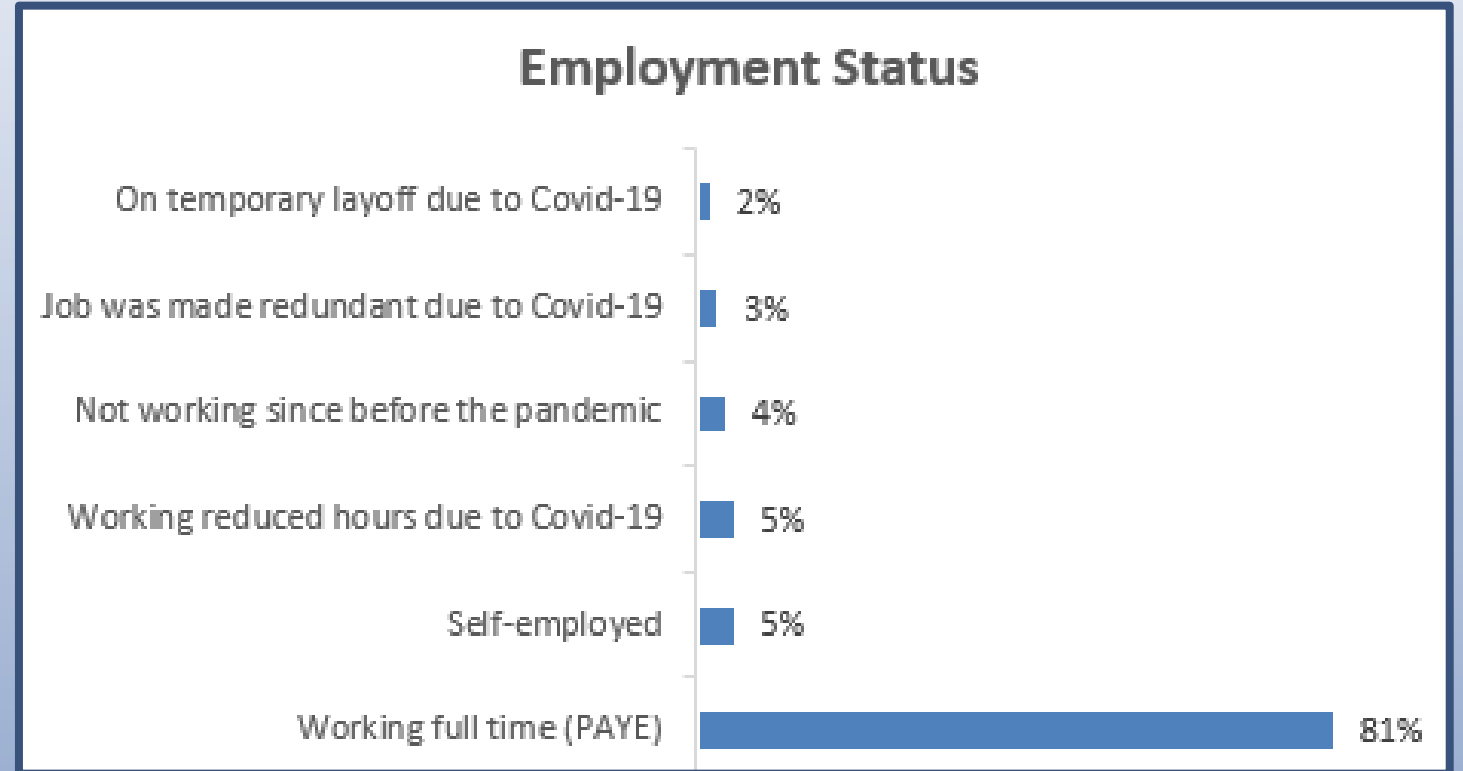
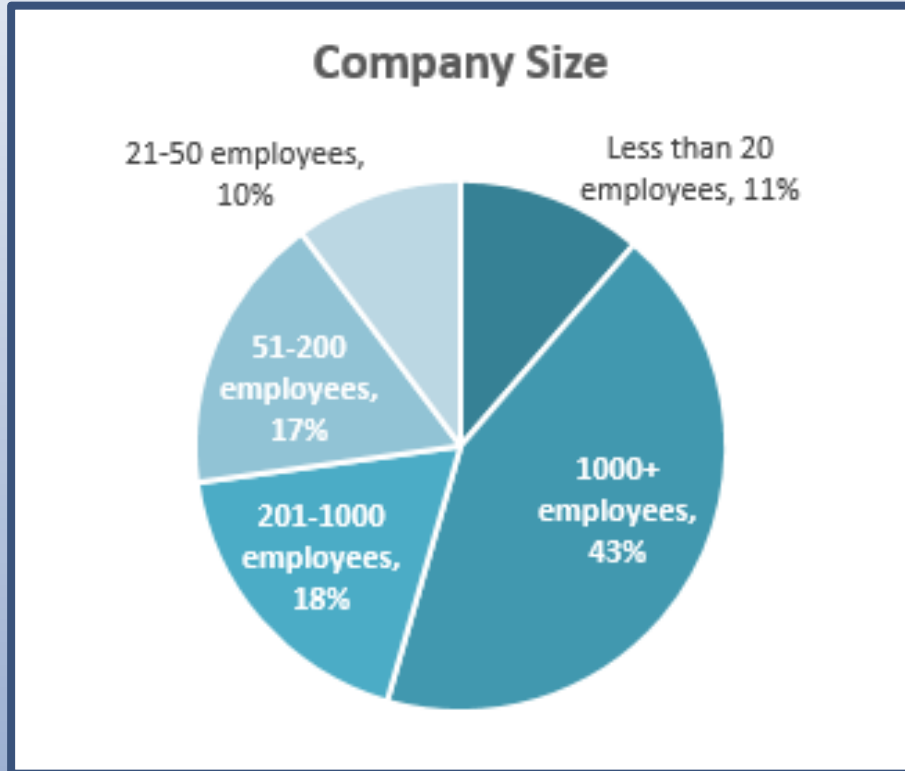


Professional Field



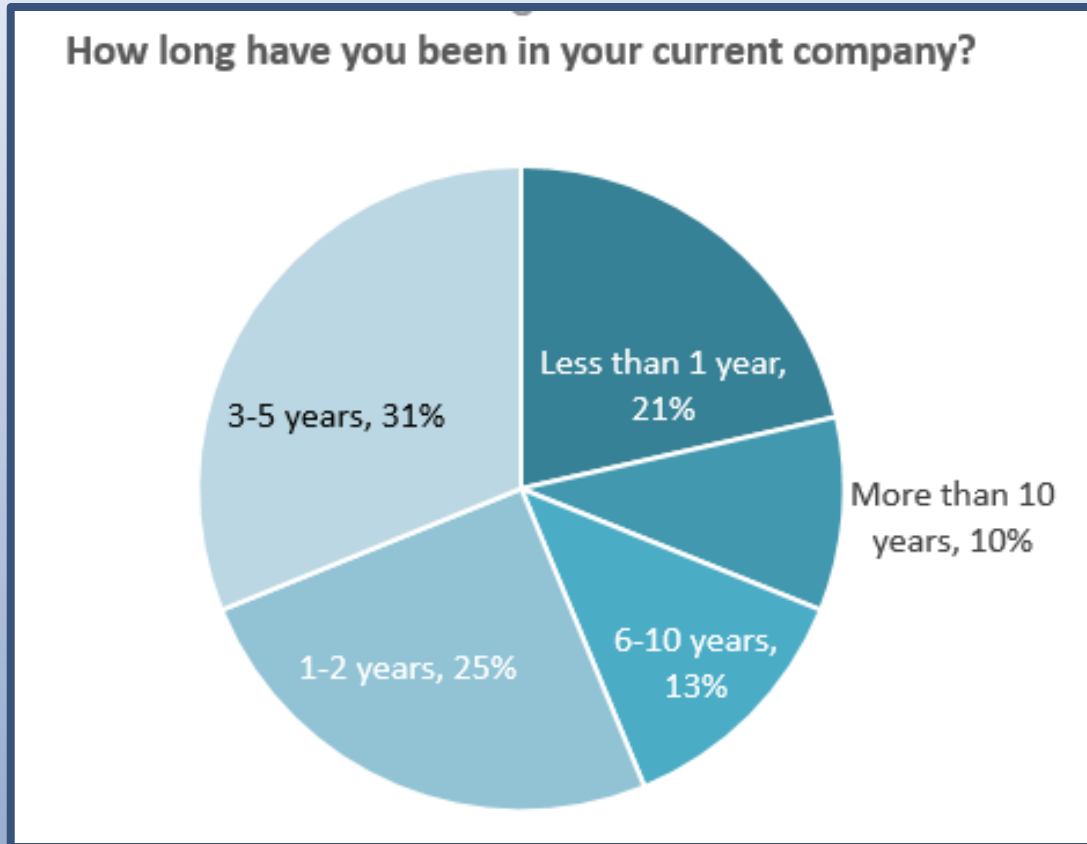
- 2,658 survey respondents - 49% male / 51% female
- 94.5% of respondents live in Ireland

Company Size and Employment Status



- 61% of survey respondents work for larger companies (>200 employees), and the majority (81%) are working full time.

Longevity



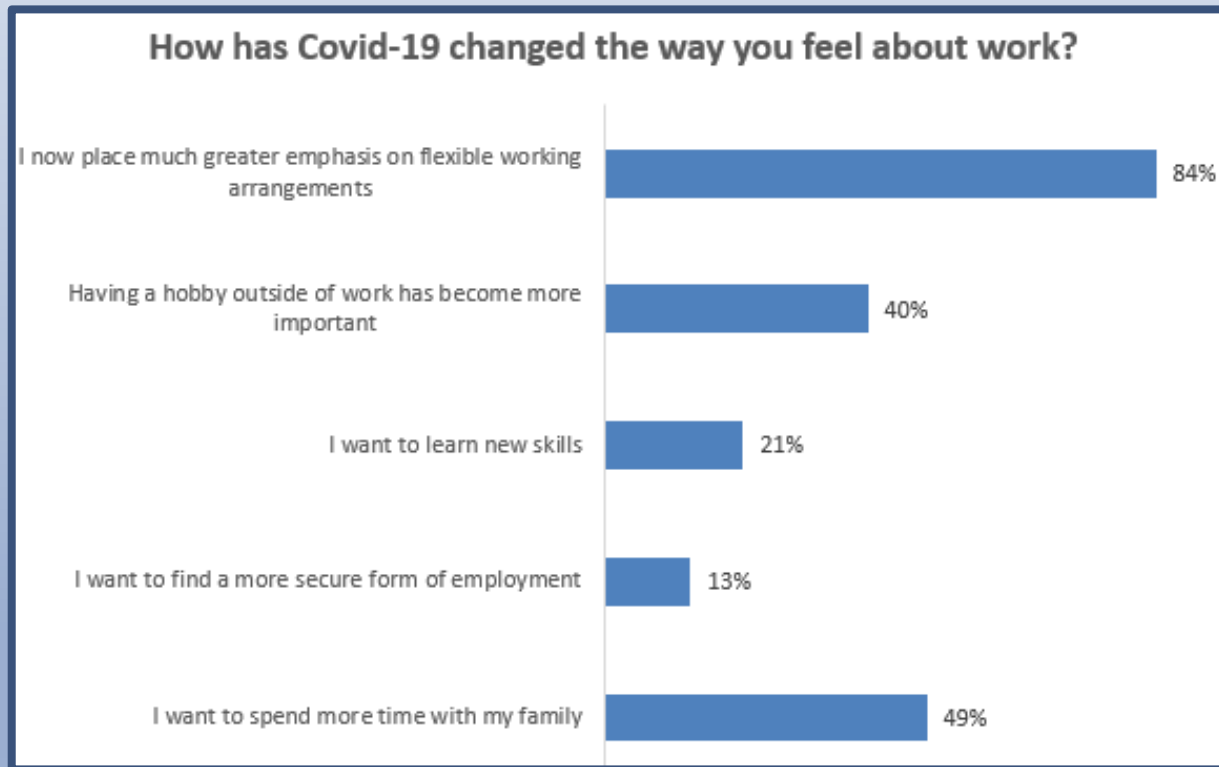
- 46% of respondents are employed in their current roles less than two years
- 23% of respondents have stayed in their current role more than five years.
- 66% of those aged 20-29 are employed by their current company for less than three years
- 78% of all respondents are with their current company for less than six years

Covid-19 Impact



Covid-19 Impact

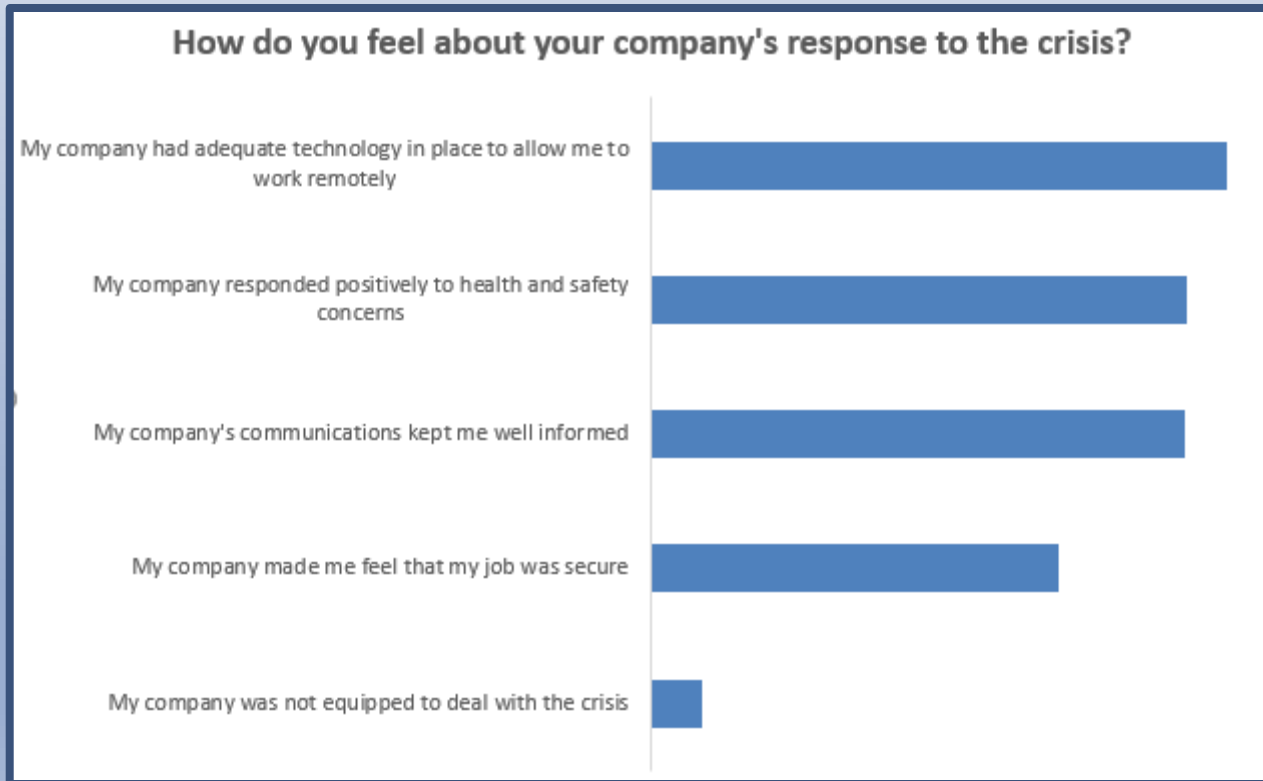
76% of all respondents indicated that Covid-19 has changed the way they feel about work.



- All age groups (80%+) now place much greater emphasis on flexible working arrangements
- Half of all respondents in the 20-29 age bracket (50%) indicate that having a hobby outside of work is now more important, compared to just 31% in the 40-49 age group.
- Approximately half of all respondents in the 20-49 age bracket (50%) feel that spending more time with family is important, compared with around 30% in the over-50 age group.

Covid-19 Impact (continued)

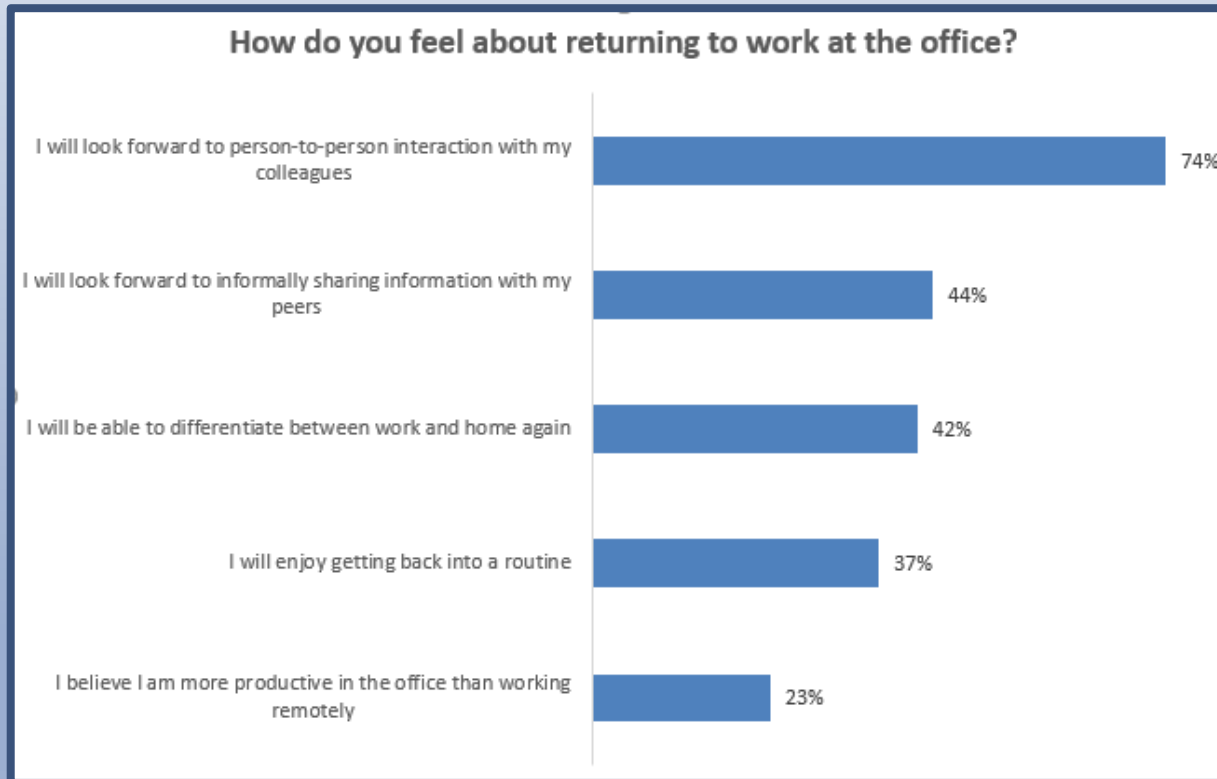
A high percentage of respondents are concerned about job security during the crisis.



- Less than half of respondents in the 40-49 age bracket (49%) believe that their company made them feel their job was secure throughout the crisis, compared to over 57% in the 20-29 age group.
- 72% of respondents in the 20-29 age group feel that their company kept them well informed during the crisis, compared with just 45% in the 60+ age bracket.
- Around three quarters of all respondents feel that their companies had adequate technology in place to allow them to work remotely
- Over 90% of all respondents feel that their company was well equipped to deal with the crisis.

Covid-19 Impact (continued)

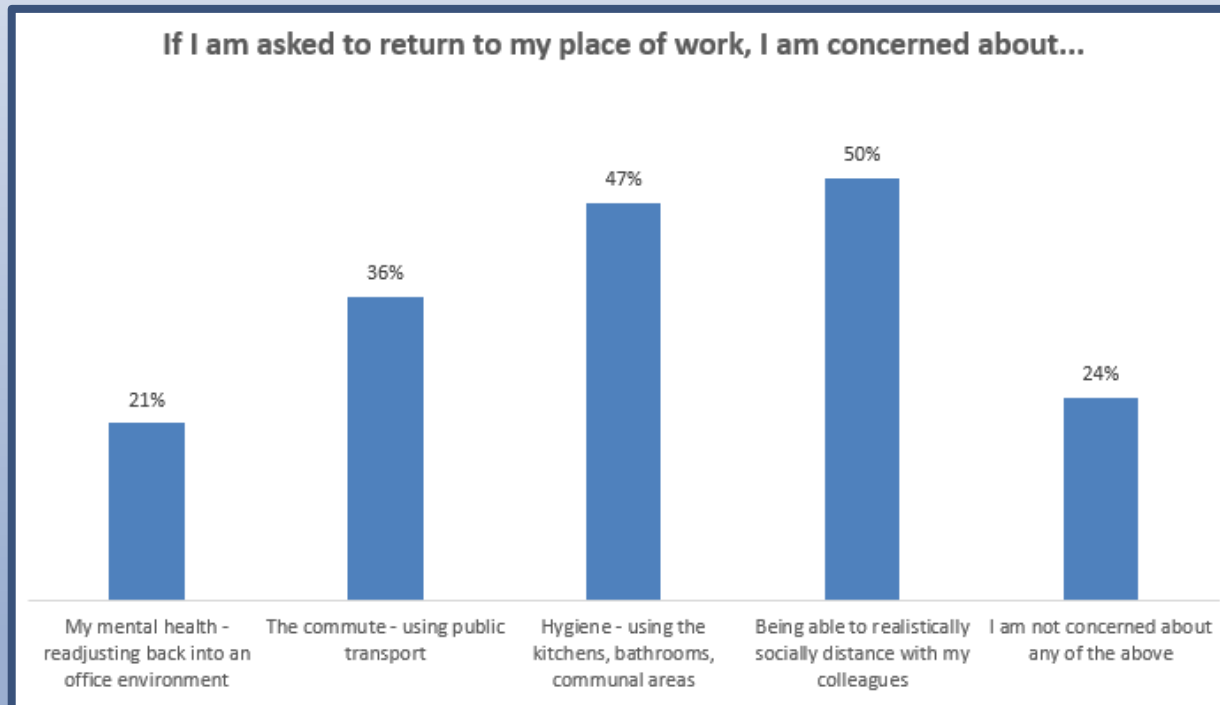
Less than a quarter of all respondents feel that they are more productive in the office than working remotely.



- More people in the 20-39 age bracket (40%) are looking forward to getting back into an office routine than those in the 40-59 age group (32%)
- Almost three quarters of all respondents are looking forward to person-to-person interaction with their colleagues at the office.
- Only 4 in 10 respondents feel that returning to the office will enable them to differentiate between work and home again.

Covid-19 Impact (continued)

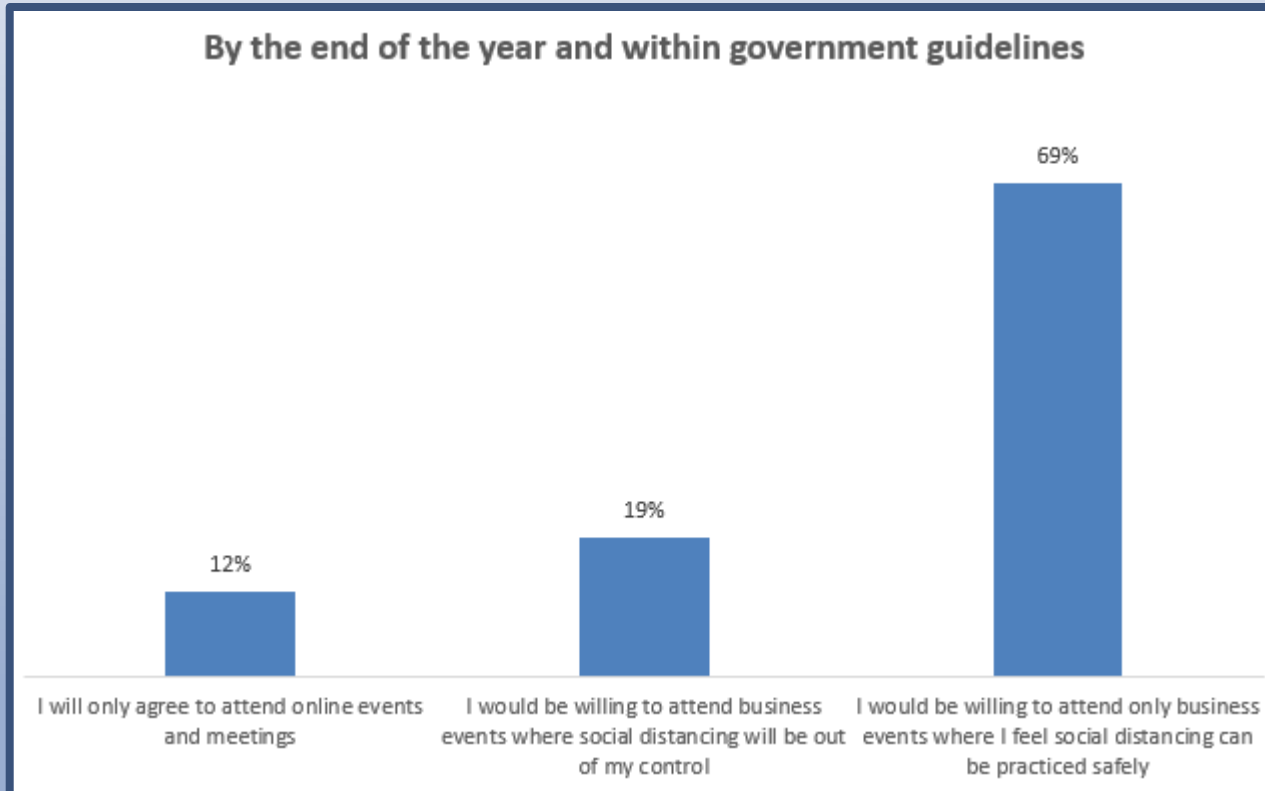
Only 24% of all respondents are not concerned about returning to the office for any reason.



- Of those returning to the office, about half are worried about being able to realistically social distance with their colleagues.
- Double the number of respondents in the 20-29 age bracket (28%) are worried about their mental health on readjusting to the office than those in the 50-59 age group (14%)
- One in three (33%) people in the 50-59 age bracket are not concerned at all about returning to the office, compared to just one in six (16%) in the 20-29 age group.
- Half of all respondents in the 20-39 age group are concerned about using public transport and office hygiene, compared to around 44% of all other respondents.

Covid-19 Impact (continued)

75% of respondents are satisfied that the government has accelerated the lifting of restrictions.



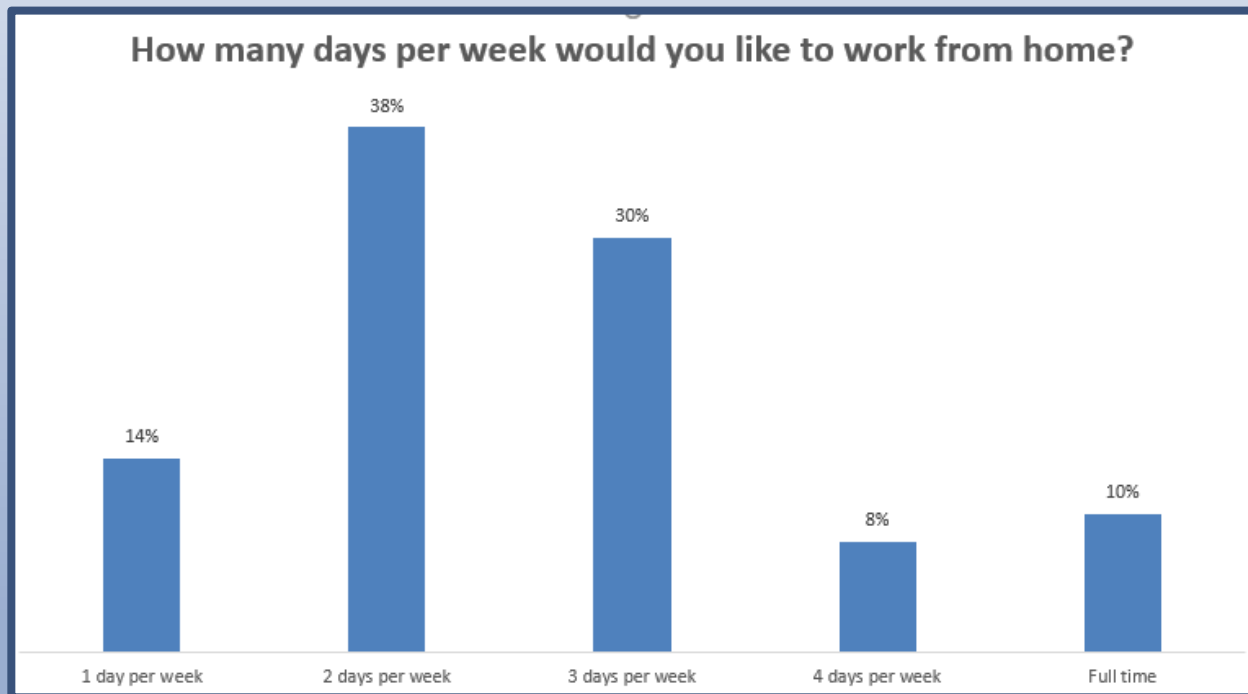
- Around 12% of all respondents indicated that they would only agree to attend online events and meetings when they return to work.
- A quarter of those in the 20-29 age bracket (24%) are willing to attend events where social distancing is out of their control, compared to around 18% in the 30-60+ age group.
- The older the age group, the more likely respondents are to only attend events where they feel social distancing can be practiced safely (i.e., 64% in the 20-29 age group vs. 72% in the 50-59 age bracket).

Working from home



Working from home

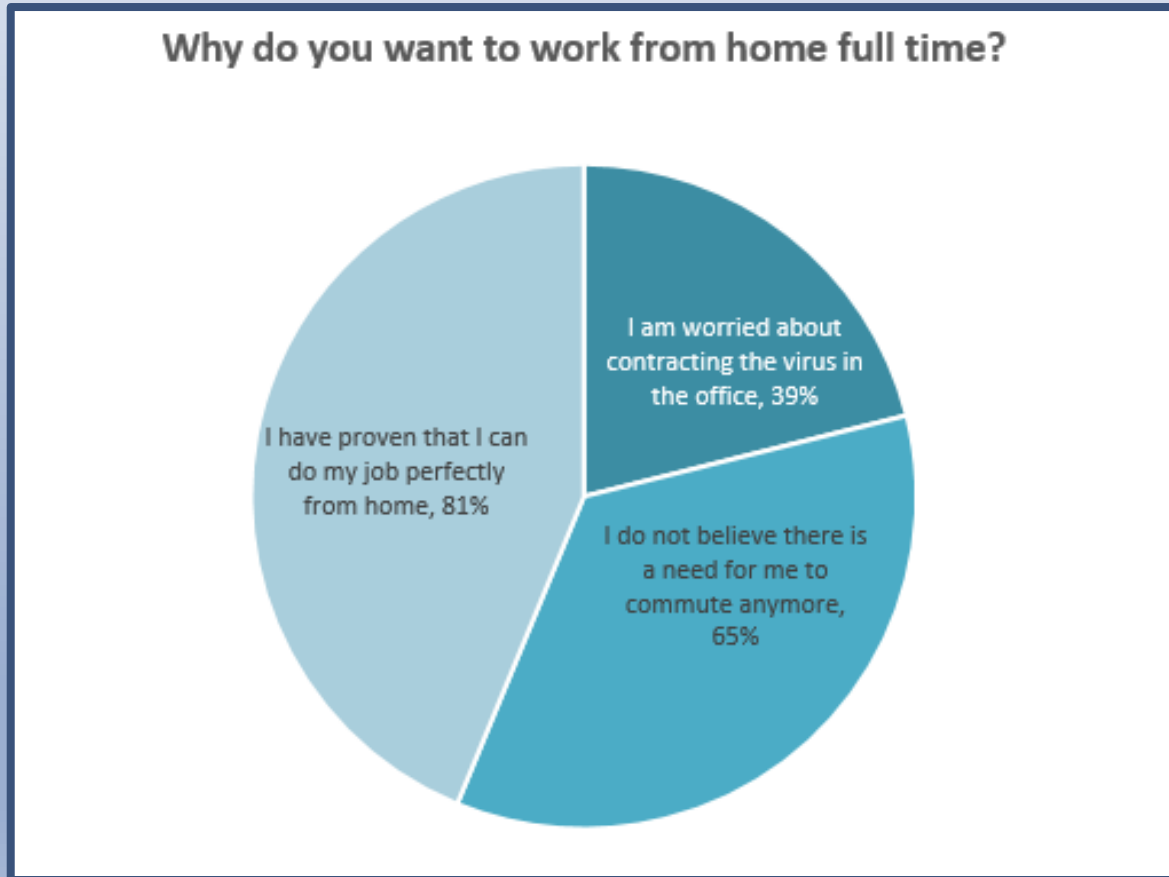
Almost 8 out of 10 respondents would like to work from home at least two days every week.



- Over 85% of respondents in the 20-39 age bracket would like to work from home two or more days each week
- Less than 5% of respondents indicated that they would not like to work from home at all
- Almost 1 in 5 respondents would now like to work from home 4 or 5 days a week.

Working from home (continued)

10% of all respondents would like to work from home full time.



- Around 1 in 10 people now want to work from home full time.
- Respondents were evenly split between males and females
- 7% of the 20-29 age group would like to work from home full time, compared to 11% of the 50-59 age bracket
- 80% of all respondents feel they have proven that they can do their job perfectly from home
- 40% of all respondents are worried about catching the virus at the office.

Technology



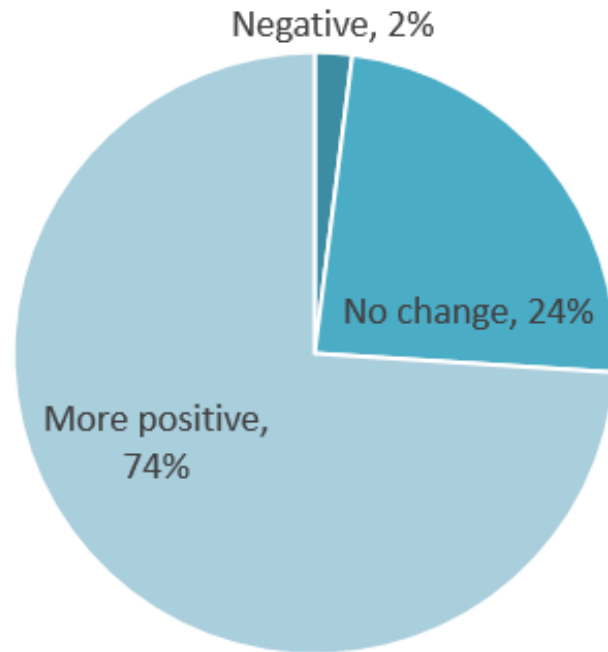
```
mirror_mod.use_x = False
mirror_mod.use_y = True
mirror_mod.use_z = False
elif_operation == "MIRROR_Z":
    mirror_mod.use_x = False
    mirror_mod.use_y = False
    mirror_mod.use_z = True

#selection at the end add back the de
mirror_ob.select= 1
modifier_ob.select=1
bpy.context.scene.objects.active = modifier
print("Selected" + str(modifier_ob)) # mod
#mirror_ob.select = 0
```

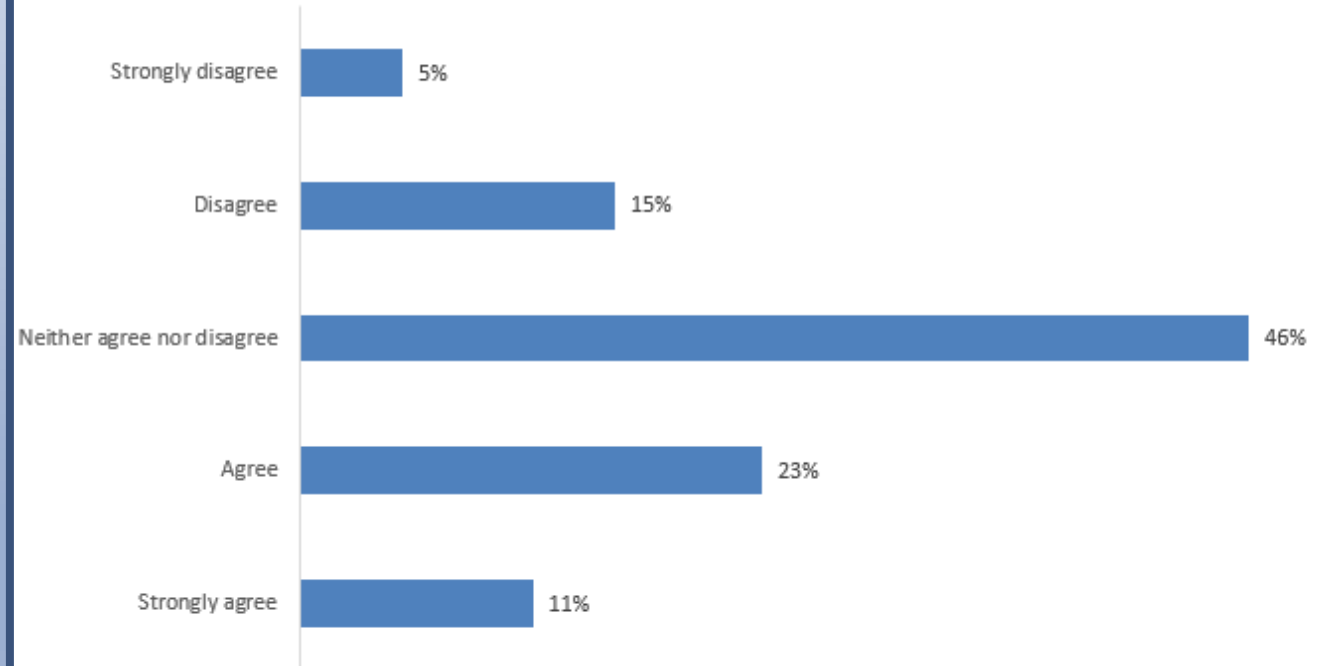
Technology

Three quarters of respondents now feel more positive about technology, while 1 in 5 respondents feel more confident speaking and participating in an online meeting rather than in person.

Has your view of technology-facilitated meetings (MS Teams, Zoom, etc.) changed since the onset of the pandemic?



I feel more confident speaking & participating at an in-person meeting rather than on a video meeting

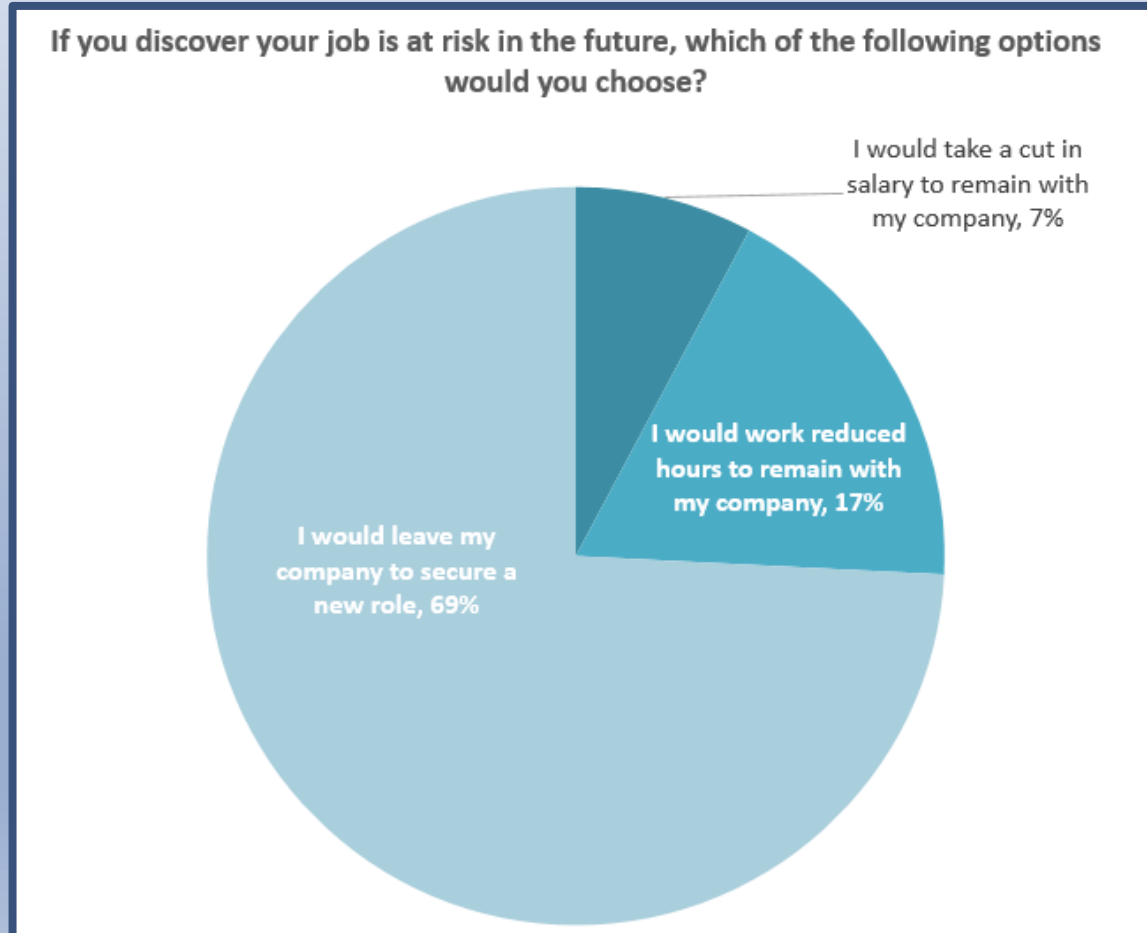


The Future



The Future

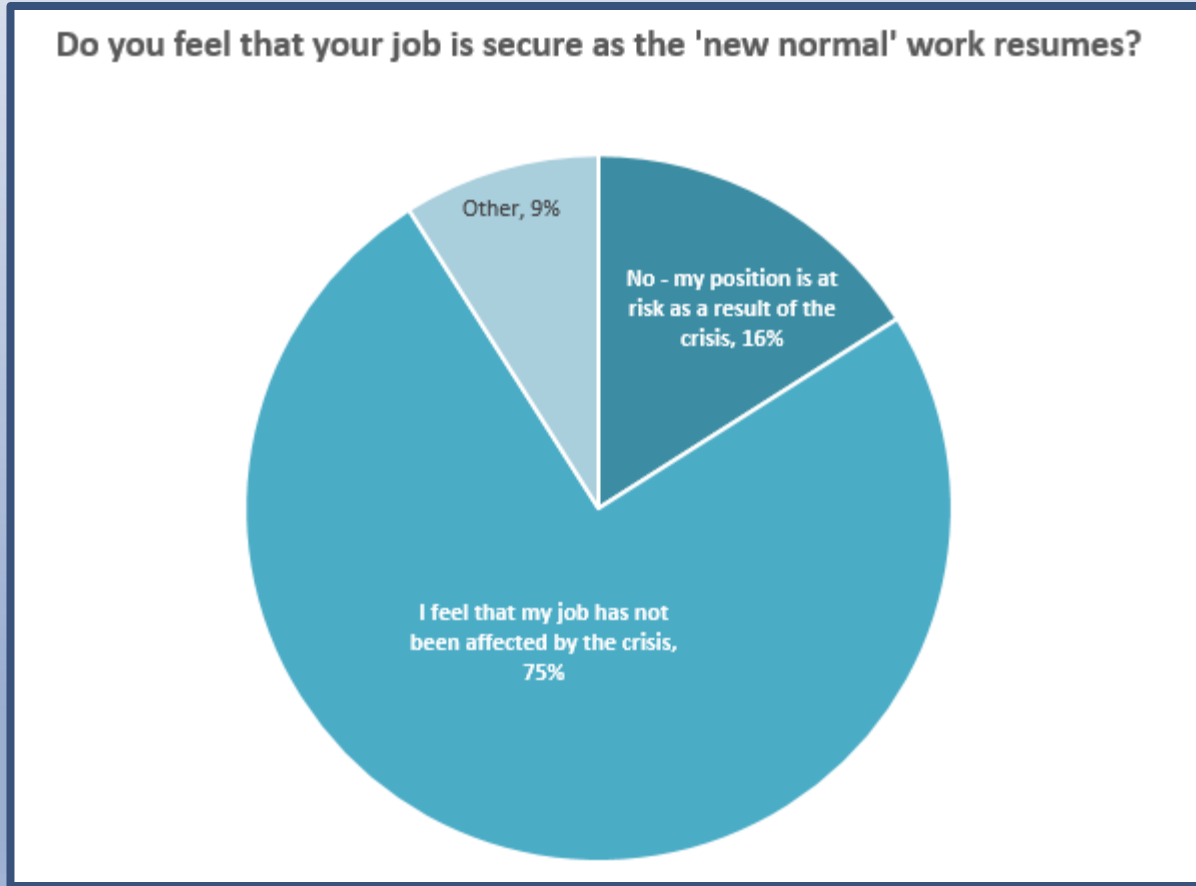
The majority of respondents would leave their company rather than take a cut in pay or work reduced hours.



- 78% of respondents in the 20-29 age group say that they would move to another company to secure a new role rather than take a pay cut or work fewer hours in order to remain with their current company.
- Around 1 in 5 respondents in the 40-59 age bracket would work reduced hours if it meant staying with their current company, while just 1 in 10 in the same age group would accept a cut in pay.

The Future

The majority of respondents feel that their companies and jobs are secure at this juncture.



- 79% of respondents in the 20-39 age group believe that their job is secure. However, almost a quarter of respondents in the 50-59 age bracket (24%) believe that their job is at risk as a result of the crisis.
- Of those in the 'Other' category, the majority feel that it is too soon to tell whether or not their job is secure.
- Over 90% are confident in their company's ability to succeed despite the pandemic.
- 53% of all respondents would consider an offer of a new job today.

For further information, please
contact us directly.

Rachel Tubridy
Managing Director

PeopleSource

12 Merrion Square
Dublin 2
Ireland

M: +353 (86) 6629674

T: +353 1 631 6065

F: +353 1 686 5234

E: rtubridy@peoplesource.ie

W: www.peoplesource.ie

